



For more information, please contact the Tribal Employment Rights Office (TERO) of the Muscogee (Creek) Nation.

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MUSCOGEE (CREEK) NATION



# TERO

*Tribal Employment  
Rights Office*



# (TERO) TRIBAL EMPLOYMENT RIGHTS OFFICE

## Tribal Employment Rights Office

TERO certifies native owned businesses for the Muscogee (Creek) Nation to use as first preference before purchasing from outside sources. In return, those businesses hire native workers from the TERO job bank. Monitors enforce the TERO Law to ensure native preference employment rights are being practiced. Equal Employment Opportunity Commission (E.E.O.C.) assists TERO in the investigation and mediation of employment discrimination complaints in selected cases.

## Legal Basis

On September 29, 2012, the Muscogee (Creek) Nation National Council passed the law authorizing the Tribal Employment Rights Office Act within the Executive Branch of the Muscogee (Creek) Nation. This law enables the Tribe to exercise their inherent sovereign powers by imposing Native Preference first for the Muscogee (Creek) Nation.

## Tribal Preference Contractors

TERO Maintains a listing of Indian owned businesses. This listing is used by the Muscogee (Creek) Nation and Muscogee Nation Business Enterprises when letting contracts out for bid. The TERO Law allows for TERO Certified firms to receive Indian preference in the bid process. The vendor lists and the bid announcements can be found at [www.muscogeenation-nsn.gov](http://www.muscogeenation-nsn.gov).



## How to be Certified

To become a TERO certified vendor and receive the native preference, the business must be owned (51%) by a tribal citizen of a federally recognized tribe. Applications are available online at [www.muscogeenation-nsn.gov](http://www.muscogeenation-nsn.gov). Once the application is complete and a site visit has been made, then the application will be reviewed and voted on by the TERO Certification Committee. This committee meets every 3rd Thursday of the month. Certification is valid for one year, and a renewal form must be completed for each year after.

## How to be on the Job Bank

TERO maintains a listing of skilled individuals and their skills. This listing is utilized by TERO when filling job vacancies that have been negotiated with contractors doing business with the Muscogee (Creek) Nation. This listing covers all locations within the Muscogee (Creek) Nation jurisdictional boundaries. To be eligible to apply for the Job Bank, you must have a Citizenship Card from a Federally Recognized Tribe. A Job Bank application can be completed with the TERO in Okmulgee or by going on the Internet to [www.muscogeenation-nsn.gov](http://www.muscogeenation-nsn.gov).